ICCW Mission Statement

Create positive change for all state employees by promoting the full participation of women in state government



Serving state employees since 1976.

なななななななな

ICCW Awards (ELA)

Established in 1999 as the "Breaking the Glass Ceiling Awards," the ELA continues to honor three individuals from across Montana for exemplary leadership and achievements, or for outstanding efforts to help women excel in the workplace.

Each year, awards are presented in three categories:

A Person in State Government

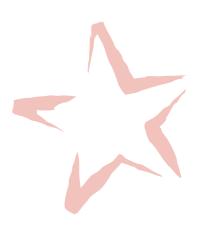
A Person in the Public Sector

A Person in the Private Sector

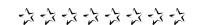
Please join us for the Ninth Annual ELA Ceremony: 2:30 PM, May 16, 2007 Old Supreme Court Chambers Capitol Room 303







Monica Abbott, Chairwoman
Phone: (406) 444-2587
www.mdt.mt.gov/iccw/



ICCW General Information

- Created in 1976 as the
 Interdepartmental Coordinating
 Committee for Women by
 Governor Tom Judge, the
 Executive Order states that each
 agency director shall appoint a
 voting and alternate member to
 serve for a one- or two-year term.
- ICCW promotes change through activities such as offering training opportunities; reporting pay scale inequality; monitoring legislation; and, promoting state employees through public relations.
- Members work first to understand, and then educate, others on issues currently facing state workers.
- Members are granted time each month to attend meetings and work on activities.
- * ICCW is nonprofit and selffunded, and does not receive state monies.

ななななななななな

ICCW 2006-2007 Subcommittees

Training

Coordinates monthly Brown Bag Lunches, offers professional training, and loans skills-based training materials to all state workers free of charge

Excellence in Leadership Awards
Coordinates annual, statewide awards
ceremony by securing sponsors,
nominees and judges

Legislative

Informs ICCW members of Legislative bills that may have an impact on State employees

Recognizes the efforts of the ICCW founding members and works to celebrate 30 years of accomplishments

Preventative Health and Work/Life Balance

Researches and works to improve the lives of State employees through exercise programs, massage therapy programs and promoting the Race for the Cure

ICCW Past and Present Projects

- Partnering with state and national organizations to address family policies and the wage gap
- Coordinated and staffed voter registration booths
- Researched and compiled a report showing pay discrepancies in state government (available on the ICCW website) and periodically updates the report
- Sponsored televised gubernatorial candidate forums
- Sponsored Meet and Greets for statewide candidates, and for legislators and agency directors
- Conducts Brown Bag Lunches on topics designed to help state employees advance professionally
- Conducts surveys to evaluate needs of state employees (day care, flex schedules, benefits, etc.)
- Worked to establish a statesubsidized daycare

